



The 5 Rs of Work-Based Learning

Work-Based Learning (WBL) in the contemporary context will involve the 5 Rs, which include:

Readiness - The CTE student must complete at least 6 segments of their state-approved program before being released to an employer for WBL. The segments do not necessarily need to be completed in sequential order.

Rigor – The level of challenge, difficulty, and breadth of the experience.

Relationships – An external adult mentor, paid by the employer/agency, where the student acquires the experience.

Relevance – It is aligned to state-approved program segments, standards, and the student’s educational development plan (EDP).

Richness – Students must experience the depth of knowledge related to an applied skill.

FIGURE 2. EMPLOYER ENGAGEMENT AT ALL POINTS ALONG THE CONTINUUM



Least Intensive Employer Engagement

This category refers to **career awareness and exploration** ranging from a single day to several days in duration. A guest speaker alone, however, is not acceptable evidence of WBL. Therefore, one additional activity in this category must be offered to students, along with a guest speaker. These activities can be done face-to-face or virtually and are appropriate for K-12. No work is performed.

Moderately Intensive Employer Engagement

These are regarded as **career preparation** activities appropriate for middle and high school students that might range from one week to six weeks. For the student, “crossing the threshold” to the business is encouraged, but not mandatory.

Most Intensive Employer Engagement

This is the **career training** phase most appropriate for high school/CTE students. This phase will include formal training agreements and training plans that might cover a single semester or the entire school year. “Crossing the threshold” defines intensive employer engagement (e.g. internships and apprenticeships) usually reserved for state-approved CTE programs. Work may be performed, but all Pupil Accounting/Labor Law guidelines must be followed.

Note: For TRAC purposes, OCTE will monitor “exposure to all aspects of industry,” which may include any or all of the three categories. This document was prepared as a working document with general descriptions only; it does not carry the force of legal opinion. It is applicable to Michigan only.